

# The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

130 E. 22d St. New York City



SEPTEMBER, 1934

VOLUME XVI, NUMBER 1

## *The Branion-Williams Indictment*

The indictment and possible trial in California of Raymond C. Branion, state ERA director, and Pierce Williams, regional field representative of the FERA, is of great concern to all social workers interested in the professional as opposed to the political administration of public welfare services.

Mr. Branion and Mr. Williams, together with five other men connected with the State Relief Administration, were indicted last June in Los Angeles by a federal grand jury. The defendants are charged with conspiracy to defraud the United States Government by placing men on the payroll of the Federal Civil Works Administration before projects were adequately prepared, when there was no work available and before tools or material had been provided for such work.

Mr. Branion and Mr. Williams are social workers of long experience and unquestioned personal integrity and the absurdity of the indictment is obvious to all social workers since they are fully aware of the innumerable difficulties that were encountered in getting the CWA program under way. Nevertheless, Mr. Branion and Mr. Williams are scheduled to come to trial November 13 and will be prosecuted by the United States District Attorney. Their expenses for legal defense will be heavy and beyond their capacity to meet from their private resources, since expert counsel is required in fighting indictments of this nature.

A volunteer committee of about forty members in various sections of the country has been organized for the purpose of raising funds to aid Mr. Branion and Mr. Williams in financing their defense. Social workers who wish to have a part in opposing political interference in the professional administration of public welfare services, may send their contributions to the Chairman of the Committee, Robert P. Lane, Branion-Williams Defense Committee, 122 East 22nd Street, New York City. Contributions of any size, whether large or small, will be most welcome.

## *Ohio Delegate Meeting*

A meeting of delegates instructed by the Ohio Chapters to discuss and take action on subjects vital to Ohio social workers was organized by the

Ohio State Executive Committee of the AASW for the day preceding the sessions of the Ohio Welfare Conference.

The discussion leaders at the meeting were the chairmen of the three state standing committees. The first subject, Problems of Personnel, was presented by Miss Leila Kinney, chairman, and included a discussion of certification of social workers, and the present procedure of certifying workers of the State Relief Commission by the State Division of Charities. Mr. C. C. Stillman, chairman of the Committee on Professional Education led a discussion on relating professional standards to present social trends. The third topic, Problems of the Legislative Committee (Mrs. Elinor R. Hixenbaugh, chairman) was presented by various speakers who discussed revision of the poor laws, planning for a county welfare unit under county home rule, and plans for a state-wide clearing house committee of organizations interested in social legislation.

A syllabus of the subjects to be discussed was circulated among the chapters so that the delegates attending could be instructed in their chapters' opinions and united state-wide action on these subjects would be possible.

## *North Carolina Chapter Launches Publication*

The North Carolina Chapter, organized last April, has started its career in a systematic manner with the issuance of a chapter bulletin. The first number appeared in July with the announcement that the bulletin would be issued quarterly. Since members of the chapter are scattered about the state, and the bulletin will be the chief medium of communication and contact, the chapter plans to make it as valuable as possible to the members.

The first issue contains helpful organization information—names of members, chapter by-laws, minutes of meetings, membership requirements and excerpts from one of the national association pamphlets outlining the objectives and activities of the AASW. The immediate objectives of the chapter are stated as follows: (1) establishment and publicizing of an active state chapter; (2) registration of social workers; (3) promotion of

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better training facilities and recognition of them in the state.

Lily E. Mitchell, Chairman of the Chapter, in a message to members published in the first issue of the bulletin says: "It is the belief of our group that the American Association of Social Workers has a contribution to make to social work in the state that can be made by no other organization. Our objectives indicate our first goals. These can be reached through steady purpose and persistent, concerted effort on the part of all members. When our present aims have become realities, we will then be ready for new endeavors whose purpose will be the further strengthening of professional social work in the state."

### ***Constitutional Protection for Civil Service***

Civil service may be written into the State Constitution of California if a measure to amend the Constitution, initiated by civil service employees in the state, is supported by the electorate at the November election. The petition to place the proposed amendment on the ballot received 56,000 more signatures than were required. Experience has shown that unless the merit system of appointment to positions in the public service is incorporated in the constitution, it cannot be protected from emasculation by partisan controlled legislatures which can reduce or eliminate civil requirements at will.

### ***Group Health and Accident Insurance***

What happens when social workers become ill or have accidents which temporarily end their employment? Frequently their salary continues for a period of time established by agency policies governing sick leave, but who pays the additional costs incurred by sickness and accident?

The Jewish Social Service Bureau of Los Angeles attempts to provide for this need by use of a staff health and accident insurance plan. Under this plan all employees under age 70 are eligible regardless of sex or physical condition. The policy pays a weekly indemnity to the assured in case of any sickness without exception, or in case of all non-occupational accidents, i.e., accidents not covered by Workmen's Compensation.

Under the plan, indemnity begins after the first seven days of disability and extends through a maximum period of 13 weeks for any one disability. Employees under age 60 may be out as many times during the year as is necessary but in each case they are entitled to the full 13 weeks indemnity, if disability lasts that long. Employees over age 60 are only entitled to one full period of 13 weeks disability during any one policy year. This does not apply in case of accidents.

The cost of this plan of group health and accident insurance is paid entirely by the employees, the monthly rate being \$1.22 for each unit of \$10 of weekly indemnity. The amount of weekly indemnity that employees may subscribe for is based on their monthly salaries as follows:

#### ***Weekly Indemnity***

Those up to and including

\$100 per month	\$10
101 to and including \$150	15
151 to and including \$199	25
200 and over	35

Freda Mohr, case supervisor in the agency states, "The value of such a coverage has been demonstrated many times to the employees of the Bureau, where, through no fault of their own, they have been off duty on account of sickness or accident and claims have been paid."

### ***Ruth Hill Takes Public Social Work Position***

Ruth Hill has become Third Deputy Welfare Commissioner of the New York City Department of Public Welfare in charge of the Old Age Security Division. She resigned from the Family Welfare Association of America with which she has been connected for fourteen years to take up her new duties at the Department of Public Welfare on September 15th.

In announcing Miss Hill's appointment, Commissioner of Public Welfare William Hodson said: "The task of administering the Old Age Security Law in this city calls for an outstanding social worker with wide experience and unquestioned technical competence. I am pleased to be able to announce the appointment of Miss Hill because she has a fine record of experience in social work which should make her eminently qualified to this job, for most important of all is the fact that she sees the future of old age security as a part of the larger question of social security for all persons."

## **THE COMPASS**

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#### ***Officers***

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## HOUSING NEWS

A twelve and a half million dollar housing project was announced for Chicago which will embrace the acquisition of thirty-seven blocks in the southwestern part of the city. In New York, Mayor LaGuardia and the Housing Authority accepted the terms of Secretary Ickes for a twenty-five million dollar loan. The land would be selected and bought by the federal government which would retain title for forty-five years, that is, until the city has amortized 70% of the loan. While the city would become the lessee of the ground and issue mortgage bonds for the money required for construction, the P.W.A. would have joint supervision of the projects.

\* \* \*

With the reelection of the officers of the AASW, the new Housing Committee has been appointed. The members of the committee are: Abraham Goldfeld, Chairman, Rev. Dr. John O'Grady, Rev. Edward Roberts Moore, Helen Harris, David Holbrook, John Ihlder, Dr. Hertha Kraus, Alice Flexner Rothblatt, Lulu Lasker, Helen Crosby, Sue Sadow.

\* \* \*

Of particular interest to social workers is an article on "Planning a Housing Project" by Walter H. Blucher, City Planner and Secretary, Detroit City Plan Commission, which appeared in the July, 1934 issue of *City Planning*. In Detroit, before launching on a plan of rehabilitating the east side area, a comprehensive study was made to determine the contributory causes and factors of slums. It covered: (1) sociological surveys as to the prevalence of crime, juvenile delinquency, pneumonia and tuberculosis deaths, infant mortality; (2) analysis of living conditions of welfare families and those of the average city dweller; (3) relation of slum district to industry, transportation, etc.; (4) population trends from one area of the city to another. With this information it was possible to decide the type of housing most suitable. It was found that two-story fireproof group houses accommodating 729 families would best serve the purpose. The design and nature of the buildings were so planned as to keep the maintenance at a low figure and thus provide housing for the low income group at \$5.80 per room per month.

\* \* \*

According to Millar's Housing Letter, three limited dividend housing projects have been rescinded by the P.W.A. due to the fact that satisfactory contracts could not be obtained. These are (1) Hallet-Cove Homes, Inc., which involved a low cost housing project in Astoria, Queens, New York City, to cost \$2,975,000; (2) The Hillcreek Homes Corporation of Philadelphia with a project costing \$1,290,000; (3) Neptune Gardens, Inc., of Boston with a project costing \$3,500,000.

\* \* \*

This Housing News Column, prepared by the Housing Committee in order to keep the membership of the Association posted on current housing events, is now appearing for the fifth time. We would like to know if the membership is really interested in the column and would appreciate it if you would cut out the portion below and mail it to Abraham Goldfeld, 132 Goerck Street, New York City.

I am interested in the Housing Column.

Name .....  
Address .....  
Occupation .....  
Organization .....

## Division on Personnel Practices Appointed

The organization of the Association's Division on Personnel Practices has been completed and the first meeting of the Division is scheduled for October 20. Every member of the Association who was asked to serve on the Division accepted the assignment, reflecting the present widespread interest and general concern regarding standards of employment.

The members of the Division are as follows:

- Rachel Childrey, Chairman. Family Society, Philadelphia; Chairman of Philadelphia Chapter of AASW.  
Florence Day. Professor of Case Work, School of Applied Social Sciences, Western Reserve University, Cleveland, Ohio.  
Anne Geddes. Department of Statistics, Russell Sage Foundation, New York City.  
Lillian Adler. United Charities, Chicago, Illinois; Chairman of Chicago Chapter's Committee on Standards of Working Conditions.  
Maurice Taylor. Jewish Family Welfare Association, Boston, Mass.; Chairman of the National Jewish Conference's Committee on Status of Jewish Social Workers.  
Mrs. Glenna Beach Johnson. District Supervisor, Charity Organization Society, Buffalo, New York.  
Anita Faatz. Supervisor of Social Welfare, Board of State Charities, Maryland.  
Marcel Kovarsky. Psychologist, Jewish Board of Guardians, New York City; Chairman of the Program Committee of the Practitioners Group of New York City Chapter.  
Elizabeth Cady. Supervisor of Home Relief Bureau; Member of the Executive Committee of the New York City Chapter.

Certain of the major problems with which this Division will be concerned were outlined in the July, 1934 *Compass*. All of these problems are important and the task before the Division of deciding which are of first importance is a difficult one.

The Association's concern in standards of personnel practice is an integral part of its concern in the quality of professional service that is made available to clients and communities since satisfactory conditions of employment constitute one means of maintaining and developing professional standards of work. Adequate personnel practices in social work are an important means of attracting to the profession able and desirable recruits, of holding in professional practice those most qualified and of facilitating a working relationship which will be conducive to enthusiastic effort. Here, the thinking is that one result of sound personnel practices is to further personnel standards within the profession. This by no means



minimizes the importance and value of adequate personnel practices to the individual social worker but merely places the personal advantages to be gained as secondary to the responsibility of the profession to offer qualified service. Again, the process of increased relationship and responsibility of social work to our nation's attempt to cope with unemployment, the close association of social work with industrial and economic conflict, and the influence of the NRA on all occupations, give marked impetus to the Association's interest in the employment position of individual social workers.

—A. G. W.

### *Chapter Responsibility*

A recent report of the Pittsburgh Chapter's Subcommittee on Personnel of the Committee on Public and Private Relief included these statements:

"Concerning the opportunities for further professional development, the Committee recognizes first the ultimate necessity of preparation or equipment of the personnel in public service such as to qualify for membership in the professional organization. Whereas in the administration of unemployment relief, county and state emergency relief boards have recruited personnel without such qualifications, there remains upon those Boards a responsibility to provide opportunities by which these qualifications may be attained. . . .

"The Committee believes that the appointment by the Allegheny County Emergency Relief Board of a personnel director marks an important step towards the further development of personnel standards in Allegheny County. The Committee is hopeful that many of the foregoing recommendations will materialize as a direct result.

"At the same time, it should be apparent that personnel standards can be developed and maintained in the public social services only with the thoughtful and constant attention of the profession itself. The Committee recommends therefore that the Pittsburgh Chapter of the AASW develop some machinery within its ranks to assume the task of continued study and consideration of personnel problems in the public social services of the County."

### *Puerto Rico Licenses Social Workers*

While legal registration of social workers is still in the discussion stage in the United States, Puerto Rico has taken the hurdle by passing a law which not only provides for the licensing of social workers who meet certain specified requirements but states that "practice of social work and the use of the corresponding title" is limited to those who are licensed.

### *Board of Examiners*

The administration of the law is in the hands of a Board of Examiners of social workers which is the "only body authorized to issue permanent and provisional licenses for the practice of social work in Puerto Rico." The Board is composed of five members appointed by the governor with the consent of the senate. Members are to be selected as follows: "One of said members shall be appointed on proposal of the group of social workers prepared in the United States; one on proposal of the group of social workers prepared in the University of Puerto Rico; one on proposal of the group of social workers who have had experience as such in any agency of the Government of Puerto Rico and are now holding the office of social worker; one on proposal of the Commissioner of Health, and another on proposal of the Commissioner of Labor." The two Commissioners are required to nominate persons who have practiced as social workers in one of the agencies of the Government of Puerto Rico for not less than three years or who have a diploma as a social worker from a university. After the first year, the Board will serve for a four year term and the first three members of the Board will be recommended to the Government for appointment by a majority vote of the social workers recognized under the licensing law. The Board is to be annexed to the Department of Labor.

### *Permanent Licenses*

Every person who "besides being of recognized morality" presents one of the following alternatives in equipment is entitled to a permanent license:

1. Either senior or junior membership in AASW or eligibility for either of such membership classifications,\* or
2. A specified group of alternatives as to specialized social work training and experience in or outside Puerto Rico combined with an A.B. degree.
3. "A diploma or certificate from University of Puerto Rico or from a school or department of social work recognized by the American Association of Professional Social Work, or from the University of Puerto Rico," or
4. A position as social worker in the Government of Puerto Rico at the time the Act went into effect and proof "that she has had experience as such for a period of not less than four years."

### *Provisional Licenses*

Every person of "recognized morality" plus one of the following requirements is entitled to a provisional license:

1. Completion of the course for A.B. degree in University of Puerto Rico or in another recog-

\* Under this provision junior membership is given the same value as full membership and hence tends to supplant it.



nized university or a normal school diploma, plus a minimum of nine credits in social work, or

2. Satisfactory performance of two or more years in the position or office of social worker in any department of the Insular Government which position was held at time the Act went into effect, or

3. Satisfactory performance of two or more years in the position of visiting teacher which position was held at time of the enactment.

#### *Tenure*

The permanent license can only be cancelled by the Board and for unprofessional or immoral conduct on the basis of preferred charges and op-

portunity for defense.

The provisional license is valid for two years and renewable for an additional maximum of three years at the discretion of the Board with relation to evidence of professional progress and study. After this the license expires unless credentials for obtaining a permanent license are presented.

#### *Fees*

A five dollar fee is specified for the permanent license and a \$2.50 fee for the provisional license.

#### *Operation*

The Act went into effect 90 days after its approval May 12, 1934.

## A PLAN FOR PROVISIONAL MEMBERSHIP

A new plan of cooperation between the membership of the AASW and the many persons who have been brought into social work recently without the qualifications for membership has been submitted to the chapters for discussion.

The plan proposes the establishment of a provisional membership to include those in social work who are college graduates and who have certain approved experience in social work. It proposes at the same time the abolishment of the junior membership classification.

The problems of this group, its significance in present day practice and the responsibility of the AASW to assist in meeting the difficulties were discussed at a representative meeting of members of the Association's national committees and the present proposal is the result of this discussion. No action is contemplated on any part of the plan until the chapters have had ample opportunity to discuss the proposals and to express their opinions. A decision to adopt the provisional membership plan could not be put into effect without a change in the by-laws which requires a vote of the membership. Unless and until such a change in the by-laws is made by the membership, the junior membership requirements are not affected.

The proposals, which are given in detail below, are being made in recognition of:

(a) The value of maintaining the membership requirements of the AASW as a standard of training, education, and experience, for which additional training facilities may be sought, and as a guide in filling posts of supervision, teaching, and advanced practice.

(b) The certainty that many of the important positions in social work must be filled for some time to come with personnel which cannot meet the professional education requirements for full membership in the AASW.

(c) The need for careful selection of personnel to fill the positions for which professional train-

ing is desirable but not available. An association membership which sets a minimum of college education would serve to point out to employing officials the need for high personnel qualifications. When it was found that the only approved standard, eligibility to AASW, was an impossible requirement to meet the great demand for new workers, the field was left with no secondary standard to which it could retreat. It should be noted that some officials did improvise a standard of their own, but large numbers of appointments bear witness to the need of an understood level of qualification.

(d) The excellent personal and educational background of large numbers of new workers who have been recruited during the past few years and their value to social work.

(e) The mutual need of a desirable and close relationship between the professionally trained personnel, and the large numbers of workers, qualified personally but not professionally. These latter will soon represent a dominant part of the social work personnel with direct client relationship. The need for personnel classifications, salary adjustments, promotions, and professional training and affiliation for such a group is apparent and should be an important concern of the AASW.

(f) The need for a well considered basis for orderly demobilization of social work personnel whenever and wherever that may take place. Responsibility rests with the professional association to lay the ground work for this by offering incentive to those who would benefit social work by remaining in the field. Otherwise the recovery of other occupations may claim the more competent people while social work and client needs may be in the position of being fortuitously served by the less qualified personnel.

The Association's plan for meeting this situation is submitted in the form of three proposals.



## FIRST PROPOSAL

1. That the Association establish a provisional membership classification.

2. That this new form of membership be aimed at selection from among those recruited of those persons with high educational attainments plus sufficient experience to have demonstrated their capacity for the work to be done. It should be used to designate those persons eligible and desirable for selection for professional training opportunities.

3. That provisional membership should be regarded as a *limited endorsement* in order not to impair the value of the AASW membership standard which is being used so widely at present.

Social work auspices now attempting to set up their own personnel standards and to relate these to AASW requirements would presumably be receptive to writing into their department regulations for secondary levels of positions such secondary standards as would be set up by AASW. This would provide a stimulus for meeting full membership requirements in line with promotions. An AASW secondary level of certification should assist those groups which are struggling with machinery for getting standards incorporated into the law. Without such professional assistance uneven and variously lowered standards are likely to become crystallized.

4. That criteria for certification be those suggested in the following:

(a) Graduation from an accredited college (American Council on Education list).

(b) Two years endorsed experience in a social agency. Alternative requirements for the two years of endorsed experience might be (1) one year of training in a school of social work (American Association of Schools of Social Work), or (2) one year of training in a school or courses in schools which might be accredited by the AASW, plus one year of endorsed experience.

(c) Satisfactory endorsements from one social work agency; or an endorsement from a school of social work and one from a member of the AASW.

(d) An age falling between 21 and 40 years.

5. Provisional members would be non-voting members. They would pay a fee, receive *The Compass*, and it is assumed that the chapters would make special efforts to cooperate with them, to include them in programs, and to foster and support activities of this group.

## SECOND PROPOSAL

The second proposal is that if preliminary discussion by chapters and membership of the above plan shows general approval, the Executive Committee might proceed immediately to register or certify as *provisional social workers*, those persons now in social work who would qualify under the proposed provisional standards.

By this means, the AASW could put the plan into immediate operation, pending action on the provisional membership, which would require membership approval since it would necessitate a change in the by-laws.

By adopting the certification plan the AASW could move almost immediately to close the gap between the leadership in social work, which is in the hands of the professionally equipped membership, and the competent group within which social work has been recruiting. The AASW would be in position to attack the problems which have grown out of the present personnel situation and be more effective in helping to guide the developments of social work and personnel in governmental and private programs.

The "certified" list of provisional social workers would probably serve as a valuable aid in the process of selection of persons from among the newly recruited group for training and more advanced placement. The endorsement—even though limited—by the Association of a provisional level which employing officers could use as a guide, would probably have a beneficial effect on selection of staff in many places. It would serve to emphasize the need for choosing college graduates. The certification could be secured after the required experience had been added.

The fee charged for certification would have to be sufficient to pay for the operation of the system. The plan to be effective should express the weight of the national Association. A board or boards of review should be set up to deal with applications. Any committee on certification should be related to the membership committee. Persons on a certified list might be offered *The Compass*. Other privileges might be instituted locally. Attendance at chapter meetings and other program opportunities might be of immediate mutual value.

If and when the AASW adopted the provisional membership plan, the list of such members would take the place of the "certified" list and serve its purposes, but with closer identification of the two groups.

## THIRD PROPOSAL

The third proposal is that the AASW discontinue the junior membership classification if a provisional membership is adopted.

When the Association began its career, junior membership was provided, partly as an expression of desired education and training qualifications above the level possible at that time to require for full membership.

The recent change in requirements, however, makes junior membership a partial but incomplete full membership. Assuming that the purpose of the AASW is to encourage endorsement of its full membership standards, the junior or partial standard is too easily substituted.



## STANDARDS OF PROFESSIONAL EDUCATION

WITH the present limited number of openings in professions which normally absorb large numbers of college graduates, universities and colleges are turning their attention to social work as one of the few fields offering opportunities for employment. This is leading to a rapid development of undergraduate courses in social work which is causing concern to social workers who know how difficult it is to organize good social work education and how little of vocational or professional value students can get from hastily organized and inadequate courses.

The heads of several state departments of social welfare and state relief administrations in entirely different sections of the country have recently expressed to the AASW their anxiety about the possible widespread development of inadequate professional education and have asked for information on desirable standards. The growing dimensions of this problem have also become evident to the AASW through the increasing number of inquiries received from colleges and universities stating that they plan to give their students some training for social work and asking how their courses can be accredited under the Association's membership requirements.

The student who is confronted with announcements from various colleges claiming to give training for social work will need guidance to prevent him from wasting time taking courses which will be of no vocational advantage to him. The professional schools to which he will wish to give main consideration are the member schools of the American Association of Schools of Social Work. Social agencies give preference to graduates of these schools in employing personnel and training in these schools is recognized as fulfilling the professional requirements for membership in the American Association of Social Workers. No social worker can become a full member of the Association who has not taken a certain amount of the required professional education in one of the member schools of the Association of Schools. The Federal Emergency Relief Administration in planning scholarships to enable workers in the various relief organizations to secure professional education has limited the application of these scholarships to the member schools of the Association of Schools, with a single exception which was made for geographical reasons.

For the convenience of students and those who may wish to refer persons contemplating training to the schools having the highest professional standing, a list of the 27 schools in the Association of Schools is printed on the following page.

The American Association of Social Workers in applying its present membership requirements has given tentative recognition to a limited number of social work courses in colleges and universities not in the membership of the Association of Schools. The list will be sent by the national office of the AASW on request but is not published here because the standards under which these courses have been evaluated are tentative and the list is subject to change. Students taking courses which have been tentatively accredited may become eligible to junior membership in the AASW but not to full membership as the standards which have been set up require that one-half of the credits necessary for full membership must be secured in a school which is a member of the Association of Schools.

The AASW began its experiment of evaluating social work courses a year ago when the membership requirements were changed to require a certain amount of professional education in "approved technical social work courses." At that time there was little indication that numerous colleges and universities which had never before given any training for social work would become interested in this field. The courses which have been tentatively accredited are given in institutions which have been interested in education for social work for a number of years and the objective of the majority is membership in the Association of Schools. No courses have been accredited so far which have been set up for the limited purpose of giving some training to students going into public relief agencies or workers on the staffs of these agencies. The AASW recognizes the great need to provide some training for this group but believes that the program of the Federal Government is sound in using only the member schools of the Association of Schools for those who are to receive scholarships, supplemented by institutes and extension courses for the large numbers who will not be reached by the scholarship program. More schools of social work are undoubtedly needed to meet present day demands for trained personnel but unless they are developed along sound lines they will not contribute to the improved quality of service which is so greatly needed. The location of training centers must be carefully studied from the point of view of permanently meeting the needs of a given section of the country, and of the adequacy of field work facilities and the availability of teachers. The financial problem of establishing and maintaining a school is also a serious one, as the existing schools of social work are well aware. Many of these schools would have been glad to enlarge their programs



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to meet more adequately the present demand for training but the problem of additional financial support was insurmountable.

Professional education for social work, therefore, is something not to be lightly entered into and institutions contemplating the development of such programs would do well to consult with the Association of Schools of Social Work before going very far with their plans.

#### THE AMERICAN ASSOCIATION OF SCHOOLS OF SOCIAL WORK

##### *Membership List*

1. Atlanta School of Social Work, Atlanta, Ga. Forrester B. Washington, Director.
2. Bryn Mawr College, Carola Woerishoffer Graduate Department of Social Economy and Social Research, Bryn Mawr, Pa. Susan M. Kingsbury, Director.
3. Buffalo, University of, Curriculum of Social Work, Buffalo, N. Y. Niles Carpenter, Director.
4. University of California, Graduate Curriculum in Social Service, Berkeley, Calif. Charles B. Lipman, Dean of the Graduate Division.
5. Carnegie Institute of Technology, Department of Social Work, Pittsburgh, Pa. Mrs. Mary C. Burnett, Head of Department.
6. University of Chicago, School of Social Service Administration, Chicago, Ill. Edith Abbott, Dean.
7. University of Denver, Graduate School, Department of Social Work, Denver, Colo. Florence W. Hutsinpillar, Director.
8. Fordham University, School of Sociology and Social Service, 802 Woolworth Bldg., New York, N. Y. Rev. Edward S. Pouthier, S.J., Dean.
9. Graduate School of Jewish Social Work, 71 West 47th St., New York, N. Y. M. J. Karpf, Director.
10. Indiana University, Training Course for Social Work, Indianapolis, Ind. U. G. Weatherly, Director. Send mail to R. Clyde White.
11. Loyola University, School of Social Work, Chicago, Ill. Rev. Thomas Egan, S.J., Dean.
12. University of Michigan, Curriculum in Social Work, Ann Arbor, Michigan. Arthur E. Wood, Director.
13. University of Minnesota, Department of Sociology, Training Course for Social and Civic Work, Minneapolis, Minn. Gertrude Vaile, Associate Director.
14. University of Missouri, Curriculum in Public Welfare, Columbia, Mo. Eugene L. Morgan, Director.
15. National Catholic School of Social Service, Washington, D. C. Rev. Francis J. Haas, Director.
16. New York School of Social Work, 122 East 22nd St., New York, N. Y. Porter R. Lee, Director.
17. Ohio State University, School of Social Administration, Columbus, Ohio. Charles G. Stillman, Director.
18. The Pennsylvania School of Social Work, 311 South Juniper St., Philadelphia, Pa. Kenneth L. M. Pray, Dean. Karl DeSchweinitz, Executive Director.
19. Saint Louis University, School of Social Service, St. Louis, Mo. Rev. Joseph Husslein, S.J., Dean.
20. Simmons College, School of Social Work, 18 Somerset St., Boston, Mass. Katharine D. Hardwick, Director.
21. Smith College, School for Social Work, Northampton, Mass. Everett Kimball, Director.
22. University of Southern California, School of Social Welfare, Los Angeles, Calif. E. S. Bogardus, Director.
23. Tulane University, School of Social Work, New Orleans, La. Elizabeth Wisner, Director.
24. Washington University, George Warren Brown Dept. of Social Work, St. Louis, Mo. Frank J. Bruno, Director.
25. Western Reserve University, School of Applied Social Sciences, Cleveland, Ohio. J. E. Cutler, Dean.
26. College of William and Mary, School of Social Work and Public Health, Richmond, Virginia. H. H. Hibbs, Jr., Dean.
27. University of Wisconsin, Course in Social Work, Madison, Wisconsin. J. L. Gillin, Director.

General inquiries regarding any of the schools or information regarding the Association's standards of admission for member schools may be secured from the President, Miss S. P. Breckenridge, University of Chicago, School of Social Service Administration, or the Secretary, Mrs. Mary Clarke Burnett, Commonwealth of Pennsylvania, State Emergency Relief Board, Harrisburg, Pennsylvania.

—F. T.